



Welcome!

Thank you for  
attending the  
Zionsville Police  
Department's  
Community  
Conversation.





Zionsville  
Mayor  
Emily Styron

Zionsville  
Police Chief  
Michael T. Spears





Town of  
Zionsville  
Leadership

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**Town Council**

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**Josh Garrett, President - District 5**

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**Jason Plunkett, Vice President - District 2**

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**Alexander Choi, M.D., M.P.H. At-Large**

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**Brad Burk, At-Large**

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**Bryan Traylor, District 1**

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**Craig Melton, District 3**

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**Joe Culp, District 4**

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Town of  
Zionsville  
Leadership

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## Board of Police Commissioners

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Joseph Culp - President

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Suzanne Nagy - Vice President

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Josh Garrett

---

Marcia Rosenfeld

---

Bryan Traylor

# Zionsville Police Department



CHIEF M. SPEARS



LT. A. MARTIN



LT. R. MCGRAVE



LT. B. SAUER



LT. D. STERLING



LT. C. WHITE



CPT. M. KLYKKEN



SGT. J. DENNEEMANN



SGT. S. DENNEEMANN



SGT. A. HARPER



SGT. R. KIEFER



SGT. J. ROBINSON



K9 MIKA



CPL. C. MARTIN



CPL. T. POTTS



CPL. J. STUTESMAN



DET. E. FROST



DET. N. JOHNSON



DET. A. SAMUELSON



K9 THOR



OFF. R. BALL



OFF. J. BEARD



OFF. D. BYRUM



OFF. C. DONLAN



OFF. D. FOOTH



OFF. D. GAUTHIER



OFF. K. HEITNER



OFF. A. HERTZ



OFF. A. HOLTZ



OFF. R. LIND



OFF. J. LUCAS



OFF. A. RALFORD



OFF. N. RUBY



OFF. J. RUPP



OFF. N. SCOTT



OFF. C. SMITH



OFF. P. STEVENSON



OFF. J. SHELBURNE



M. PETABLES



OFF. A. SHOOK



OFF. J. SHILES



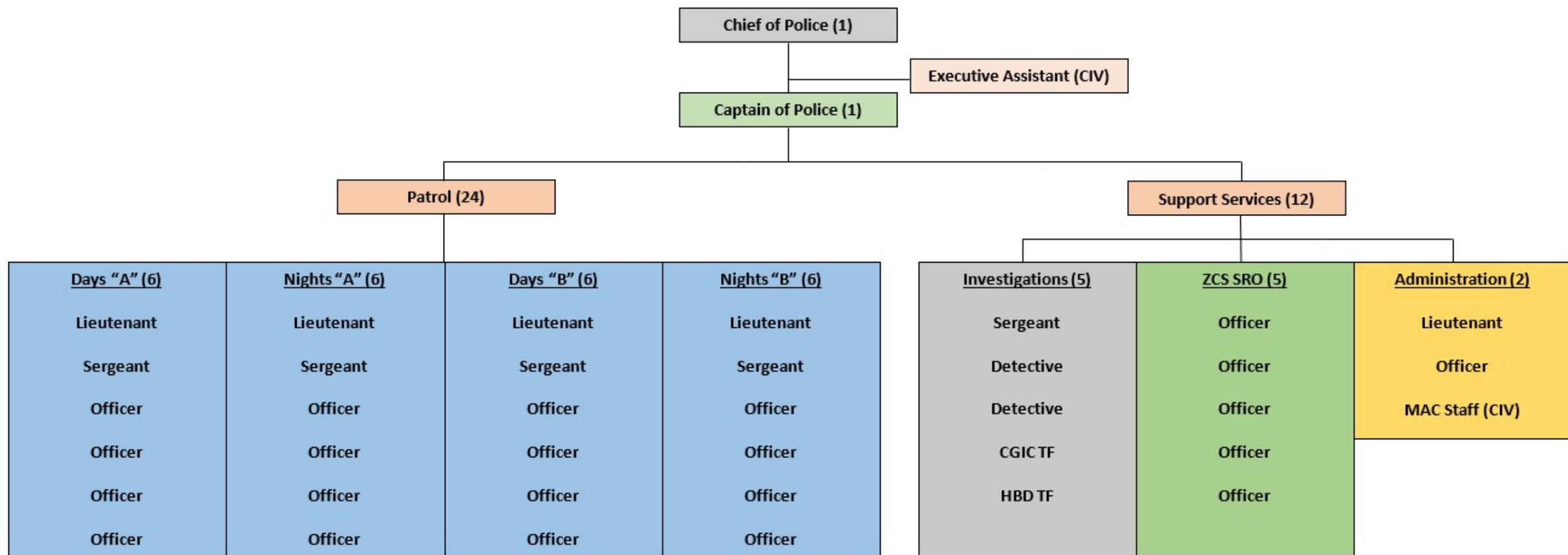
OFF. C. WHEELER



P. WHITESIDES

ZIONSVILLE  
POLICE DEPARTMENT

# Zionsville Police Department



Total Sworn Officers = 38  
Total Civilian Staff = 2



# REACH Program

RESOURCES, EVALUATING, ASSISTING IN COMMUNITY HEALTH

Sergeant Elizabeth Frost





# Mission Statement

The purpose of the Zionsville Police Department's REACH Unit is to promote the focus on public safety, mental health, personal and community wellness. By doing so, the Zionsville Police Department will:

- Reduce the risk of injury for first responders and individuals in crisis;
- Reduce and prevent crime;
- Maximize self-sufficiency and improve quality of life; and
- Work collaboratively with community partners in outreach and neighborhood enhancement to provide a connection with mental health, addiction and social services.

These efforts, which prioritize treatment over incarceration when appropriate, are planned and implemented in partnership with community service providers and citizens. The most prevalent approaches for the REACH Unit are police-mental health co-responder teams.



## Co-Responder Team

REACH partners a Crisis Intervention Training (CIT) ZPD Officer with a fully licensed mental health clinician who, together, respond after a mental health or substance use related crisis has resolved in order to provide education and, if requested, linkage to treatment.





# Goals of REACH

Respond to appropriate dispatched runs, in conjunction with district officers and assist first responders with intervention;

Provide referrals for persons living with mental illness that will prevent unnecessary incarceration or hospitalization;

Assist with serving mental writs and respond to referrals from other ZPD officers and units, clinics, and community members, as well as assist with secondary investigations of persons suspected to have behavioral health concerns;

Collaborate with other health care and treatment providers to track the patient progress of encounters;

Meet with and make presentations to community members to discuss police and community relations and provide education on departmental operations and policies to improve community understanding of mental health and substances use disorders.



The REACH Unit  
will attempt to  
provide follow-up  
to all individuals  
who:

Have been placed on an Immediate  
Detention within Boone County by the  
ZPD

Have received Naloxone (Narcan)  
administered by the ZPD

Referrals from ZPD, other first responders,  
clinics, community members, and either entity  
supervisor (Referrals must be related to  
concerns surrounding mental health or  
substance abuse such as welfare checks,  
locating missing persons, or the service of an  
emergency detention or apprehend and  
return/mental writ)

# Integrative Wellness, LLC.



InWell is a client-centered practice providing outpatient and school-based services throughout Boone, Clinton, and Montgomery County. Through client-centered practice and a diverse group of therapists, InWell is able to offer the following: individual therapy, family therapy, couples therapy, life skills coaching, recovery and addiction services, and school-based therapy. We also partner with other organizations within our communities to coordinate care and connect our clients with a host of social, medical, and other related services





Questions?

# Diversity, Equity, and Inclusion

Lieutenant Drake Sterling



# Purpose

- The Zionsville Police Department strives to proactively pursue a vision for greater diversity, equity, and inclusion (DEI) within its employees. ZPD aims to develop a program to foster a welcoming and inclusive workplace, workforce diversity, and equity amongst its employees. For this program to be successful, it means more than just being an equal opportunity employer, but a place recognized for its people, relationships, and welcoming of all with open arms.
- **Diversity, equity, and inclusion (DEI)** is a term used to describe programs and policies that encourage representation and participation of diverse groups of people, including people of different genders, races and ethnicities, abilities and disabilities, religions, cultures, ages, and sexual orientations and people with diverse backgrounds, experiences, and skills and expertise. It is an expansion of the term “diversity and inclusion” (D&I) to reflect the growing focus on equity in organizations. DEI is not just a “feel-good” initiative. Research has found that having diverse viewpoints at all levels of an organization improves results, organizational and team performance, innovation, and other areas of the organization.



# Diversity, Equity, and Inclusion Goals



Improvement community outreach and involvedness, especially within the diverse communities.



Offer educational and training opportunities to strengthen our understanding and inclusion of all people



Improve recruitment strategies to attract minority and under-represented groups within the department



Update our policies to reflect an equitable and inclusive workplace

# Action

Within the department's 2020 and 2021 goals, a variety of methods were employed to help improve DEI. Actionable progress was made in the areas of:

- Community Involvedness
- Recruiting
- CALEA – Policy Adoption and Compliance
- Training

# Community Involvement

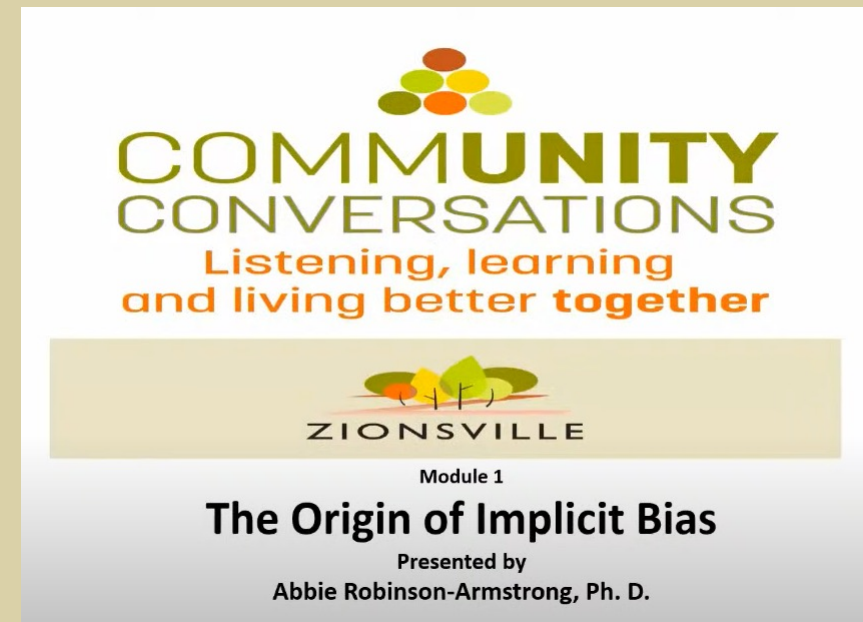
In 2020, the Zionsville Police Department held a community forum at Mulberry Fields to discuss goals, progress, and listen to ideas and concerns.





# Community Involvement (Cont.)

In October of 2020, Zionsville Police Department hosted and assisted with the Community Conversations series on the Town of Zionsville's YouTube page. This training, led by Dr. Abbie Robinson-Armstrong, consisted of five modules. The training centered around the concepts of implicit bias and the potential negative effects thereafter.





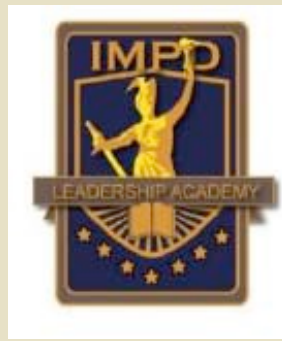
## Community Involvement (Cont.)

In June of 2020, the Zionsville Police Department established Use of Force Board. The board, consisting of three ranking police officers and two civilian members, focuses on not only reviewing Use of Force cases, but also partners in delivering an educational component to police employees and the public. The committee has also focused efforts on reviewing how use of force can disproportionately affect people of diverse minority groups.

In July 2021, the Zionsville Police Department also joined in with the Town of Zionsville to volunteer members to become part of the Diversity, Equity, and Inclusion Committee. The purpose of this committee was to review current DEI efforts and identify areas for improvement, town-wide amongst all 215+ employees. The Zionsville Police Department held two of the six positions on the DEI Committee.



# Training



In October of 2020, the Zionsville Police Department partnered with Dr. Abbie Robinson-Armstrong to deliver implicit bias and diversity training to all department personnel. This training was delivered in multiple modules.

In 2021, the department also began providing leadership and supervisory training to all new personnel earning ranked positions with the department.

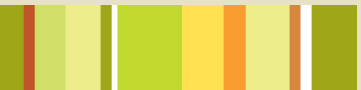
Training was sought which provided not only supervisory education but also included the concepts of diversity, equity, and inclusion as important part of the curriculum. Training programs included the IMPD Leadership Academy, the Northwestern Center for Public Safety, the Police Chief Executive Training Program, and more.



# What's Next?

Our Diversity, Equity, and Inclusion goals are ongoing. We want to be an example to others and work to continually hone our professionalism and deliver the best in community-oriented services for the citizens and guests of Zionsville.

Continuing education is important. We welcome citizen input and involvement.





Questions?



# Use of Force Board



Captain Marius Klykken





CPT Klykken  
Mitchell



LT Sterling



SGT Samuelson



Kenneth Johnson



Monisha

# Use of Force Board Members



# Use of Force Board

The board consist of five members, including two civilian members. Civilian members are appointed by Town Officials and must be residents of Zionsville.

The service of these civilian members to the police department is extremely valuable. These members work with us to review activities, provide input, and serve as ambassadors for our police department.

Civilian members of the board receive annual training in policies and police practices, attend ride-a-longs, and meet quarterly with department members to discuss national level use of force cases and best practices to ensure that Zionsville Police Department is staying up-to-date in all areas.

# Use of Force Board Actions

Revised ZPD's Use of Force policy and prohibition of choke holds

Enhanced body camera operations

Reviewed incidents where officers could have used force justifiably and did not

Planned for increased community engagement particularly with diverse community groups

Started the strategic plan titled "Train, Engage, Accreditation, Metrics/Measurement" (TEAM)





Questions?



# Recruiting

Lieutenant Drake Sterling



# Overview

In 2021, The Zionsville Police Department Administrative Section developed a recruitment plan for sworn personnel to achieve a workforce with ethnic, racial, and gender representation. The department understands the foundation of a successful recruitment program must include strong management commitment. We have experienced increases in applications and are committed to fairness and equal opportunities for all persons.

# Outreach

**Our police department strives to recruit and hire individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards. Committed to fairness and equal opportunity for all , the Department has researched, developed, and implemented a variety of recruitment methods including:**

- **Identification of racially and culturally diverse target markets.**
- **Use of marketing strategies to target diverse applicant pools.**
- **Expanded use of technology and maintenance of a strong internet presence.**
- **Expanded outreach through partnerships with media, community groups, citizen academies, local colleges, universities and the military. It is important that recruitment activities include areas outside of the Zionsville jurisdiction.**
- **Advertisement of employment opportunities on the Town of Zionsville website.**
- **Advertisement of employment opportunities with diversity organizations, publications, and websites**
- **Advertisement with colleges, universities and technical schools throughout the central Indiana area.**
- **Depiction of females and representatives of ethic/cultural/race minority groups in law enforcement roles in recruitment literature.**
- **Tracking and reporting EEO statistics to detect and identify successful recruitment strategies.**
- **Advertisement of the Town's commitment to diversity by adding "The Zionsville Police Department is an Equal Opportunity Employer" to all job announcements, and review all announcements to remove unintentional bias.**



# Recruitment Advertising

Via the methods above, the department has researched and identified reliable outside sources to accomplish the mission of targeted recruitment of minority and female applicants. Outside sources used for recruitment of qualified minorities and women have included but are not limited to:

- Town of Zionsville website
- Indiana Law Enforcement Academy website
- Policeone.com
- Policerecruiter.com
- Officer.com
- International Association of Women Police IAWP.com
- Facebook
- Twitter
- Greater Indianapolis Progress Committee Race and Cultural Relations Committee
- Nationality Minority Update
- Indy Recorder
- IMPD Minority Officers' Association
- La Voz de Indiana
- National Organization of Black Law Enforcement Executives (NOBLE)
- Indeed

## Recruitment Advertising (Cont.)

In addition to increased advertising, members of ZPD met with a number of community members to discuss not only improving minority recruitment, but also to see what barriers might be in place to recruiting and retaining the best applicants.

# Screening

Minimally, the Department employs a comprehensive screening, background investigation and selection process that assesses cognitive and physical abilities and includes review and verification of the following:

- A comprehensive application for employment (including previous employment, references, current and prior addresses, education, and military record)
- Driving record
- Reference checks
- Employment eligibility, including U.S. Citizenship and Immigration Services (USCIS) Employment Eligibility Verification Form I-9 and acceptable identity and employment authorization documents. This required documentation should not be requested until a candidate is hired. This does not prohibit obtaining documents required for other purposes.
- Information obtained from public internet sites
- Financial history consistent with the Fair Credit Reporting Act (FCRA) (15 USC § 1681 et seq.)
- Local, state, and federal criminal history record checks
- Polygraph, truth telling device, or voice stress analyzer (VSA) examination (when legally permissible)
- Medical and psychological examination (may only be given after a conditional offer of employment) Review board or selection committee assessment
- Physical fitness assessment per Indiana Law Enforcement Standards
- Board interviews including minority and/or civilian representation



# Screening (Continued)

## Physical Fitness Standards (Indiana Law Enforcement Standards):

Test	Standard
Vertical Jump	16 Inches
One Minute Sit-ups	29
300 Meter Run	71 Seconds
Maximum Push-ups	25
1.5 Mile Run	16 Minutes 28 Seconds



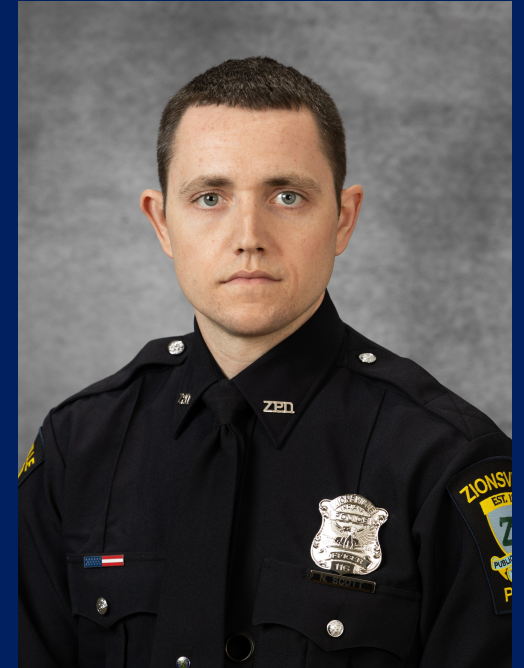
# 2020 Recruits



Kaitlyn Heffner



Thomas Beard



Nathaniel Scott

# 2021 Recruit Screening Process

## Schedule of Events

**May 25** - Positions Posted

**July 11** - Applications Close

**August 1** - Physical/Written Testing

**Aug 23-24** - Interviews

**Aug 30-Sept 3** - Conditional Offers

**Sept. 6-24** - Polygraphs

**Sept. 6-Oct. 8** - Backgrounds

**Oct. 8** - Background Meeting

**Oct. 11** - HR Packet Review

**Oct. 12-13** - Chief's Interviews

**Oct 18** - BoPC Meeting

**Nov 1-15** - Psych and Med Evals

**Jan 3, 2022** - Hire Date/Orientation Week



Questions?



# Police Partner Program

2021-2022

Zionsville Community Schools

Lieutenant Adrian Martin





# ZPD/ZCS Partnership

Police Partner Goals/Objectives

Meet Your ZPD SROs

ZCS Enrollment Statistics

Police Partners Program

SRO Training

# Goals/Objectives

SROs provide a highly visible law enforcement presence responsible for the safety of all students and school staff.

SROs work alongside principals, teachers, and school administrators daily to continue to develop comprehensive safety plans to ensure schools are safe places for students to learn.

SROs respond to incidents, document, and make arrests if necessary while working in partnership with investigators and other agencies like the Department of Child Services (DCS).

SROs cultivate and invest in supporting students and staff.

# Meet Your Zionsville Police SROs

- Lieutenant Adrian Martin (Zionsville Community High School)
- Sergeant Elizabeth Frost (Zionsville Middle School)
- Sergeant Sam Dennemann (Pleasant View Elementary)
- Sergeant Joe Robinson (Union Elementary)
- Sergeant Adam Harper (Eagle Elementary)



# ZCS Is Growing

ZCS week one enrollment information provided by Rebecca Coffman, Assistant Superintendent of Operations.

## Zionsville Community Schools

### WEEK ONE ENROLLMENT INFORMATION

*Rebecca Coffman, Assistant Superintendent for Operations*

<b>Elementary (including Developmental Preschool)</b>	<b>3,000</b>
<b>Middle School</b>	<b>2,356</b>
<b>High School</b>	<b>2,254</b>
<b>Total</b>	<b>7,610</b>





## Elementary Schools

<b>Preschool</b>	<b>32</b>
Kindergarten	579
1 <sup>st</sup> Grade	588
2 <sup>nd</sup> Grade	609
3 <sup>rd</sup> Grade	591
4 <sup>th</sup> Grade	601

## Middle Schools

5 <sup>th</sup> Grade	584
6 <sup>th</sup> Grade	575
7 <sup>th</sup> Grade	609
8 <sup>th</sup> Grade	588

## High School

9 <sup>th</sup> Grade	580
10 <sup>th</sup> Grade	554
11 <sup>th</sup> Grade	549
12 <sup>th</sup> Grade	561
13+	10

ZCS Statistics (cont.)

# Police Partner Program Summary

The ZPD Police Partner Program was completed and implemented in July of 2018 between Town of Zionsville and ZCS.

The United States Department of Justice defines (SROs) as “sworn law enforcement officers responsible for safety and crime prevention in schools.”

SROs are members of the law enforcement community who teach, counsel, mentor, and protect the school community.

When SROs are integrated and invested into a school system, the benefits go beyond reduced crime/violence in schools.

# Police Partner (cont.)

SROs typically have additional duties, including mentoring and conducting presentations on youth-related issues.

SROs build strong bonds with students while serving as a resource to students, teachers, and administrators to help solve problems.

SROs also invest and participate in youth sports programs, after-school events, summer camps, festivals, etc.

SROs are trained emergency responders who move directly to the threat, as quickly as possible and then neutralize the threat to prevent further injury or loss of life.

# SRO Training

All ZPD/SROs received training and certification through the National Association of School Resource Officers (NASRO).

NASRO training and certification is considered the “Gold Standard” through the International Association of Directors of Law Enforcement Standards and Training (IADLEST).

In 2021 Lieutenant ZCHS/SRO Martin completed the Advanced SRO Course Certification, while also completing training in Adolescent Mental Health.





Questions?

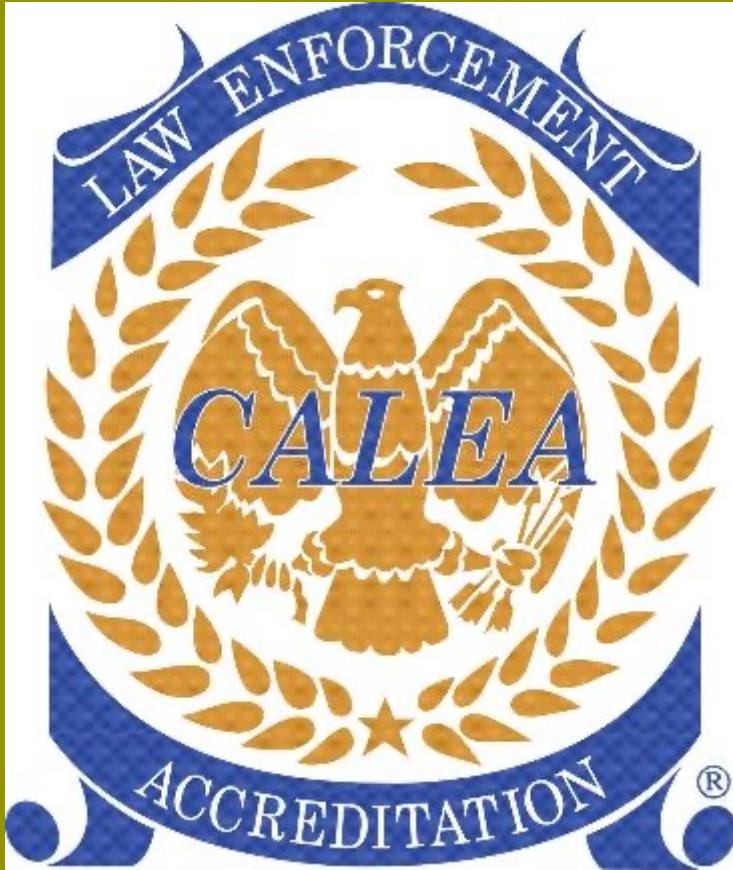


# Law Enforcement Accreditation

## Program and Process overview

Detective Sergeant Samuelson





Who/What is CALEA?

Why participate in  
Accreditation?

What is the Process?

# CALEA Created in 1979

Grant Department of Justice

501(c)(3) Not for Profit Organization

Stand-alone Organization

No Funds FROM Founding Organizations

No Funds TO Founding Organization

No Federal Funds to Operate



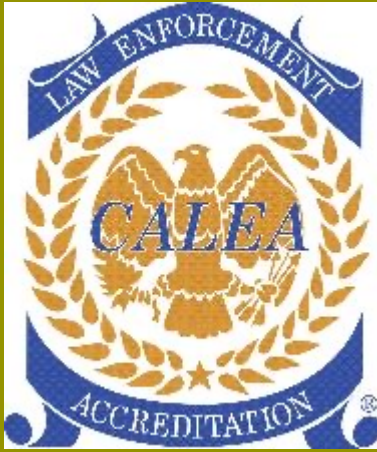


# CALEA Organizational Structure

## 21 Commissioners

- ☐ 11 Law Enforcement Professionals
- ☐ 10 Public / Private Professionals
- ☐ Appointed / confirmed by the founding associations
- ☐ Three year, non-compensated, terms





# Role of CALEA

Create  
and  
maintain

Create and maintain a body of Standards

Manage

Manage a voluntary Accreditation Process

Provide

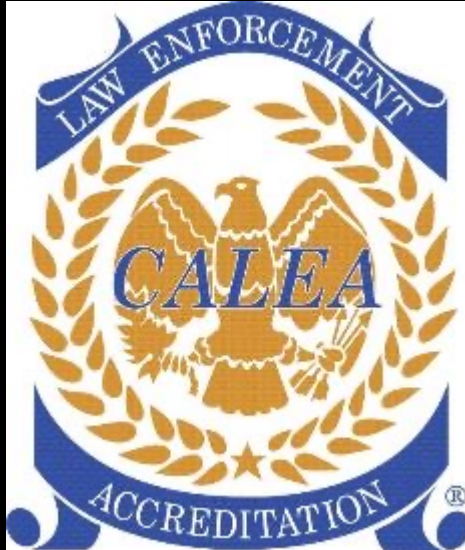
Provide Resources and Support to Client Agencies

Serve

Serve as an Ambassador for Public Safety



# Program Expansion



**CALEA<sup>®</sup>**  
THE GOLD STANDARD IN PUBLIC SAFETY

# International Client Base

United States



Canada



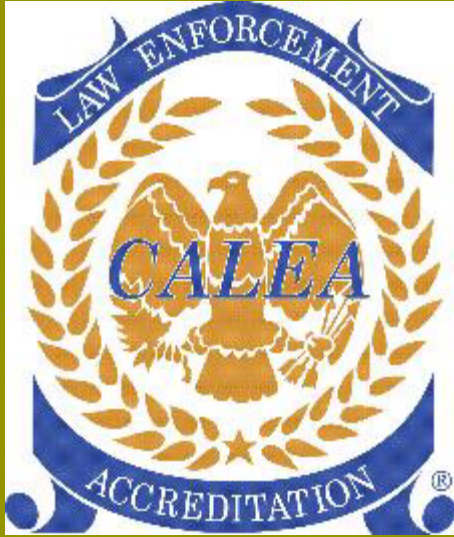
Mexico



Barbados



**1,163 Client Agencies  
(3/11/2020)**

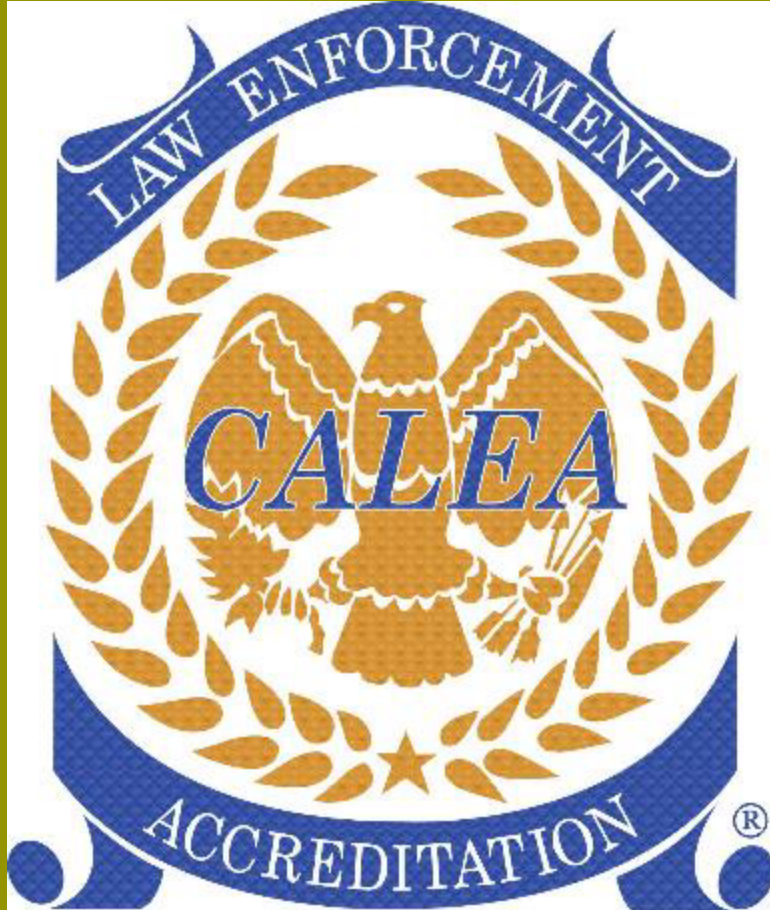


# Why Participate ?

Comprehensive management tool

Institutionalized best practices for inspections, audits and reviews

Ensures critical analyses necessary for decision-making



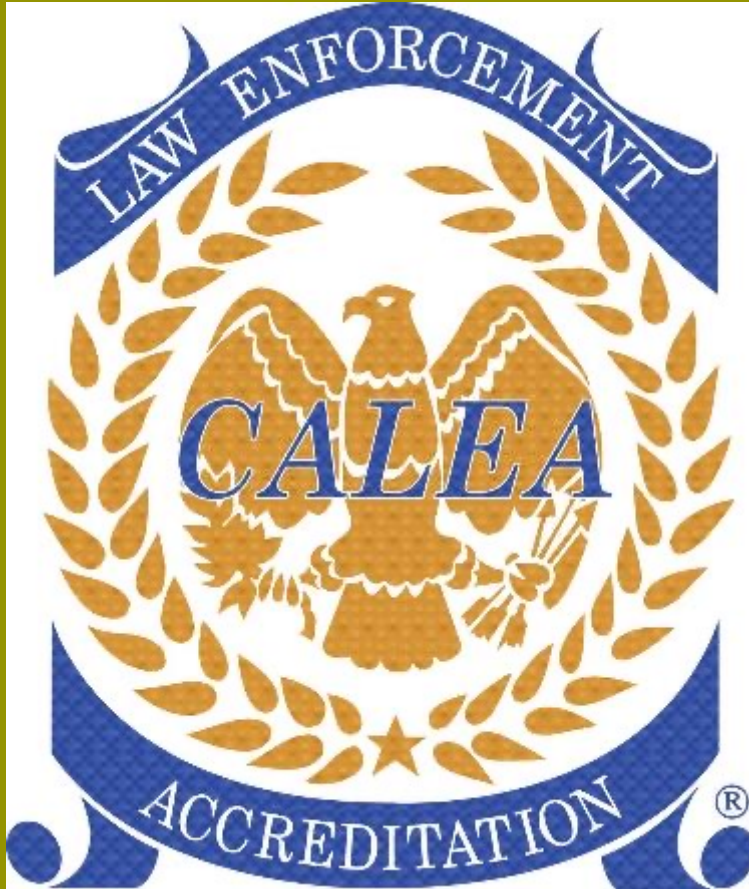
Increased engagement with employees, stakeholders and the service community

Increased accountability and transparency

Alerts supervisors to immerging issues

Focuses attention on high liability areas



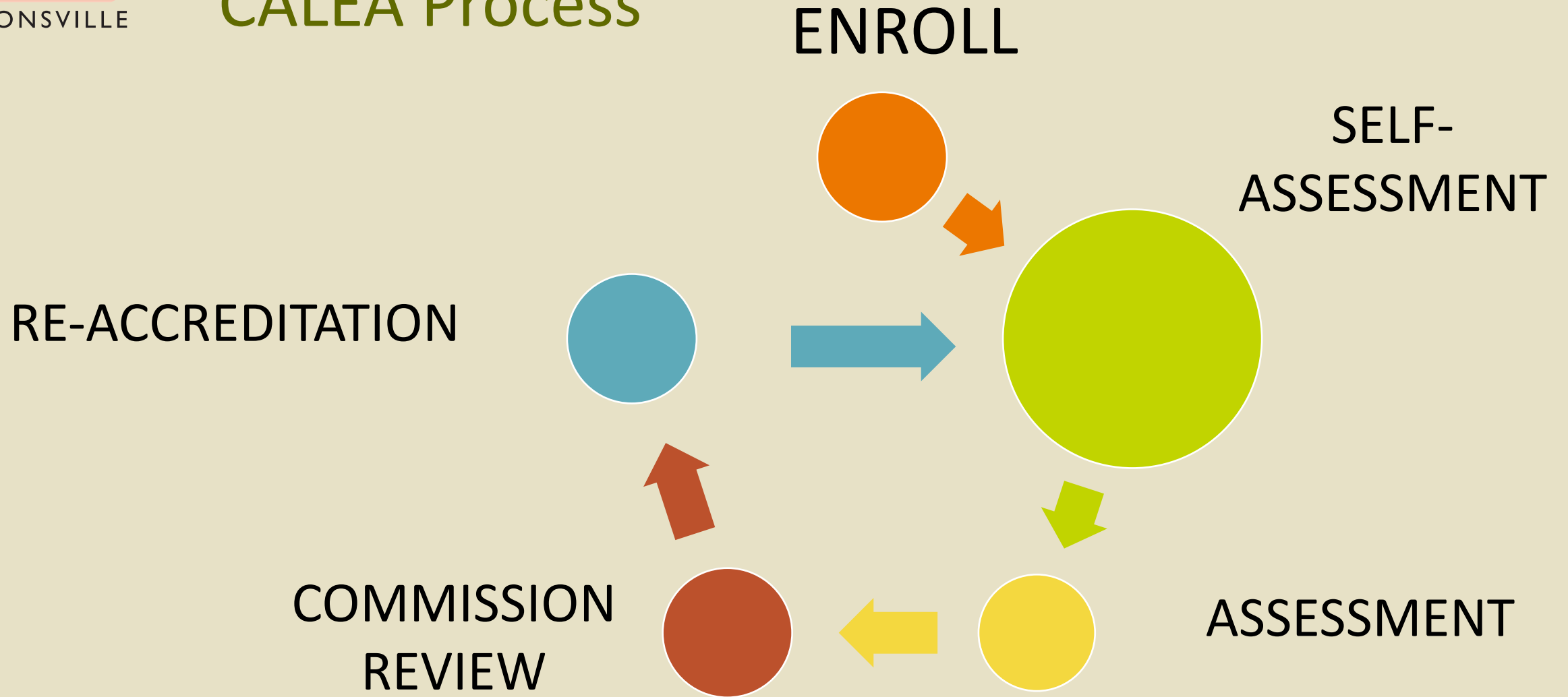


Structured process for Self-Assessment of agency

Process of continuous improvement

Independent validation of adherence to accepted best practices

# CALEA Process





# Self Assessment





# Self Assessment

Initial CALEA Assessment conducted  
within

36 Months =  
Law  
Enforcement

24 months = All  
Other  
Programs

Extensions are  
available



Most valuable time for the agency

# Self-Assessment

Collect written directives

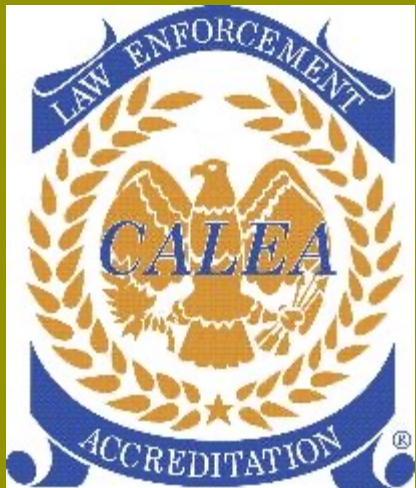
Collect “proofs”

Documents, audio/video recordings, photographs, etc.  
verifying compliance with agency written directives.



PowerDMS®





# Standards Development

Standards Review and Interpretation Committee (SRIC)

Subject Matter Experts

Allow input from Clients

Applies best practices from professional practitioners

Strives to maintain a contemporary source for clients



# Standards Development



What NOT How



Most are Written  
Directive based

“The agency  
has a  
written  
directive...”



Addresses Administrative,  
Operational and Support  
Functions

# Standard Example

## 4.2.2 (LE1)

[Print](#)

### (M M M M) (LE1) Written Use of Force Reports and Administrative Review

The agency has a written procedure for the administrative review of each use of force report.

#### Commentary

The use of force by public safety professionals in the delivery of service is a critical issue for the affected employee(s), suspect and the general public. The incidents bring tremendous scrutiny not only within the legal environment, but also across interest groups, affected families, and others directly or indirectly connected to the issue. Detailed documentation of such incidents allows for proper administrative review and the collection of data that can contribute to the creation of safer strategies for employees and citizens.

Recommended data to be collected includes a summary of the incident; race, gender, and age of subject to which force was applied; date, time, location, and circumstances of requiring force; documentation of injuries (officer and civilian); medical treatment provided; and acknowledgement of supervisory review, including any follow up actions. Personnel responsible for conducting use of force investigations should receive training commensurate with the types and levels of investigations to be conducted, as defined by the agency. If the agency establishes a use of force review committee composed of senior leadership and other appropriate practitioners, as defined by the chief executive officer, it reviews such incidents and makes recommendations on corrective or adverse actions, to include non-disciplinary actions such as training or tactical improvements. Time sensitive standard. (M M M M) (LE1)

# ZPD Written Directive

(M M M M) (LE1) Written Use of Force Reports and Administrative Review

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Commentary

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- A. Approve the supervisor's findings;
- B. Return the report for additional investigation;
- C. Disapprove the supervisor's finding and take corrective or disciplinary action.

## 300.9.1 USE OF FORCE BOARD

The Use of Force Review Board shall review all ZPD Use of Force incidents in order to objectively evaluate the use of force by members of the department to ensure that their authority is used appropriately and consistently in accordance with training and policy.

This review process shall be in addition to any other review or investigation that may be conducted by any outside or multi-agency entity having jurisdiction over the investigation or the evaluation of the use of force.

Following the Chief's review and actions, the matter shall be forwarded to the Use of Force Board for administrative review or hearing.

The Use of Force Board shall be comprised of the following members:

- A. Captain of Police
- B. Lieutenant of Training
- C. Investigations Section Supervisor or Designee
- D. Civilian member appointed by the Mayor
- E. Civilian member appointed by the Board of Police Commissioners





# Proofing ZPD's Compliance

CALEA Law Enforcement Accreditation 04/2020-03...  
CALEA Law Enforcement Standards - Version 6.12

4.2.2 (LE1)  
Print

(M M M M) (LE1) Written Use of Force Reports and Administrative Review

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Page 1 of 2  
Zoom 100%

**ZIONSVILLE**  
**NEWS RELEASE**

**Media Contact:**  
Amanda Vela | (317) 873-1585 | [www.zionsville-in.gov](http://www.zionsville-in.gov) | [Facebook](#) | [Twitter](#)

**For Immediate Release:**  
September 29, 2020

**Zionsville Police Department announces Use of Force Board members**

The Zionsville Police Department (ZPD) announces the members of the Use of Force Board. The Use of Force Board is comprised of three members of the Zionsville Police Department (Captain Marius Klykken, Lt. Drake Sterling and Det. Joshua Samuelson) and two civilian members (Kenneth Johnson, appointed by Mayor Emily Styron and Monisha Mitchell, appointed by the Board of Police Commissioners).



# Assessment

## Web-based Assessment

- Conducted 40 days prior to Site-based Assessment
- Conducted by CALEA Compliance Service Members
- Review material uploaded into CALEA Assessment Tool by PowerDMS
- Report submitted to Commission for review

# Assessment

## Site-based Assessment

- Must be requested minimum of 6 months in advance
- Conducted by 2 independent CALEA Assessors
- Conduct interviews and observations of agency practices
- Report submitted to Commission for review

## Commission Review

- Friday Afternoon / Saturday Morning of Conferences
- 4 Commissioners on each of 5 Committees
- Ask CEO questions regarding information presented in Assessment Reports
- Based on Reports and Hearing, recommend action by the Full Commission
- Full Commission votes during Saturday Evening Banquet  
Awards valid for 4 years

# Reaccreditation

## Annual Web-based Assessments

Conducted on or within 30 days of Award Anniversary  
AND 40 days before Site-based Assessment  
Approx. 25% of Standards Reviewed each year

## Site-based Assessment

Conducted Assessment Cycle prior to Award Expiration

## Current CALEA agencies in Indiana (20)

1. Bloomington Police Department
2. Carmel Police Department
3. Columbus Police Department
4. Evansville Police Department
5. Fishers Police Department
6. IMPD
7. Kokomo Police Department
8. Munster Police Department
9. Noblesville Police Department
10. Schererville Police Department
11. Shelbyville Police Department
12. Speedway Police Department
13. Valparaiso Police Department
14. Westfield Police Department
15. Elkhart County Sheriff's Office
16. Hamilton County Sheriff's Office
17. Wayne County Sheriff's Office
18. Ball State University Department of Public Safety
19. Purdue University Police Department
20. Indianapolis Airport Authority Police Department



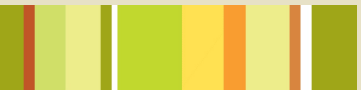


# Indiana Agencies Currently in CALEA Self- Assessment Phase

- Zionsville Police Department
- Marion County Sheriff's Department

There are approximately 444 municipal and town marshal police agencies in the State of Indiana.

Zionsville will become Indiana's 15<sup>th</sup>  
CALEA accredited municipal agency





Questions?

# Zionsville Police Department Planning and Accountability

Chief Michael T. Spears



# ZIONSVILLE POLICE DEPARTMENT



## FIVE YEAR STRATEGIC PLAN

**2022 – 2026**

EMILY STYRON  
MAYOR

MICHAEL T. SPEARS  
CHIEF OF POLICE  
AUGUST 2021

# Action Items

1. Accountability and Professionalism
2. Community Outreach, Education, and Engagement
3. Compensation and Benefits
4. Employee Physical Fitness and Wellness Program
5. Facility Needs
6. Financial Projections
7. Fleet Management
8. Jurisdictional and Patrol Zone Boundaries
9. Preservation of ZPD History
10. Recruitment
11. Regional Task Force and Neighboring Agency Support
12. School Resource Officer Program
13. Specialty Units and Duties
14. Staffing
15. Supervisory, Managerial, Career Development, and Promotions
16. Technology
17. Training



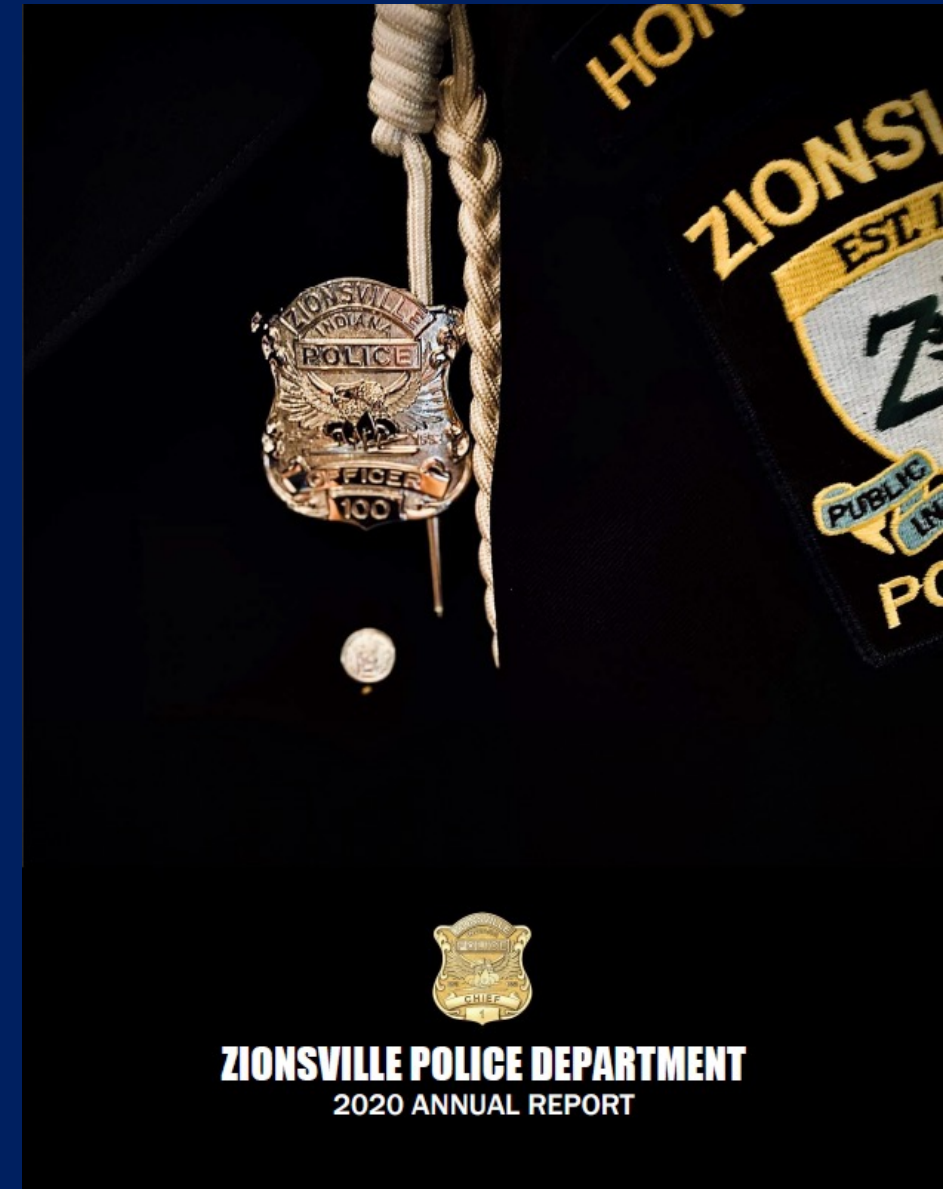
# Accountability

## Monthly and Annual Reports

Available through  
Town of Zionsville  
Website

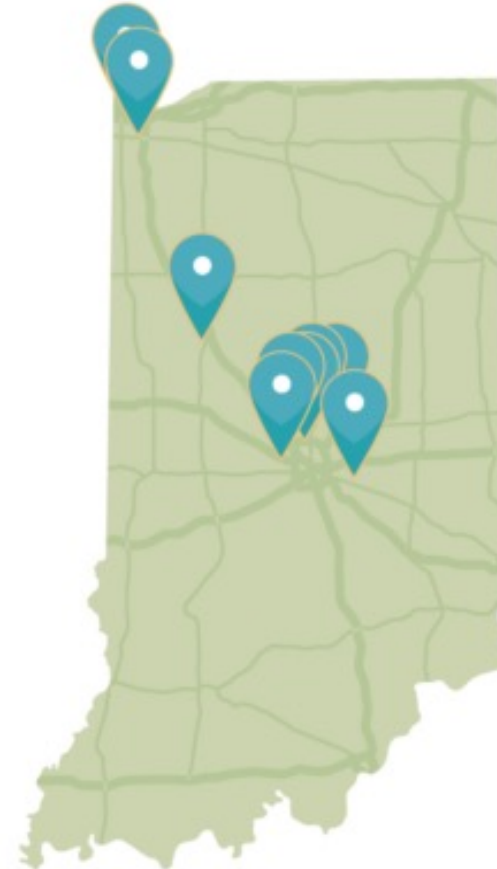


**MONTHLY REPORT**  
JANUARY 2021



# Zionsville Safety and Security

## The Ten Safest Cities/Towns in Indiana



### #1 Zionsville (New)

The **Safest Cities**  
in Indiana 2021

[safewise.com](https://www.safewise.com)

 **Population** 27,630

 **Median Income** \$132,409

 **VC Rate 2021, 2020, 2019** 0.1, 0.0, N/A

 **PC Rate 2021, 2020, 2019** 2.8, 2.2, N/A





Thank You  
for  
Attending!